

NIH Scientific Workforce Diversity Seminar Series

**#SWDSS**

Thank you for joining us!

**Fostering Cohort Recruitment  
Virtual Forum – we will begin  
shortly**

**Wednesday, February 23, and Thursday, February 24, 2022**

**12:00–5:00 p.m. ET**

# NIH Scientific Workforce Diversity Seminar Series (SWDSS)

- Online speaker series hosted by the Chief Officer for Scientific Workforce Diversity office (COSWD)
- Runs from September through May each year
- Purpose: To share the latest research on scientific workforce diversity topics by engaging with interested professionals and researchers at the NIH and beyond
- <https://diversity.nih.gov/science-diversity/swd-seminar-series>

## PAST EVENTS

### Achieving Equity in Faculty – Pros and Cons of Cohort Recruitment (December 8, 2021)



The third and final SWDSS of 2021 included a discussion on the outcomes of faculty cohort recruitment programs and other evidence-based strategies for enhancing faculty diversity.

[Access the recording and presentation materials](#)

### Outcomes from NASEM's June 2021 Anti-Racism in STEMM Summit (October 25, 2021)



Our second seminar addressed the state of the science on anti-racism in science, technology, engineering, mathematics, and medicine (STEMM).

[Access the recording and presentation materials.](#)

### Is Implicit Bias Training Effective? (September 27, 2021)



Our inaugural seminar addressed the state of the science on implicit bias training effectiveness and the factors associated with successful training.

[Access the recording and presentation materials.](#)

[Check Out The Training Module](#)

[Implicit Bias Presentation](#)

**SAVE THE DATE: May 17, 2022, 1:00 – 2:30 p.m. ET**

## **How Does Diversity Impact Science?**



- Laurel Smith-Doerr, Ph.D., *University of Massachusetts Amherst*
- Richard B. Freeman, Ph.D., *Harvard University*
- Jennifer Kuan, Ph.D., *California State Monterey Bay*
- Alondra Nelson, Ph.D., *White House Office of Science and Technology Policy*
- George M. Santangelo, Ph.D., *National Institutes of Health*
- Shirley M. Tilghman, Ph.D., *Princeton University*

# FCR Acknowledgements

## FCR Planning Team

- Jean Shin
- Shadab Hussain
- Nicole Lang
- Bryant Maldonado
- Julius Patterson
- Pamela Tamez
- Carly Sullivan (Palladian Partners)
- Mellina Stephen (ICF Next)

## FCR Planning Committee

- Albert Avila (NIDA)
- Vence Bonham (NHGRI)
- Jessica Calzola (NCI)
- Rina Das (NIMHD)
- Jessie DeAro (NSF)
- Jessica Faupel-Badger (NCATS)
- Alison Gammie (NIGMS)
- Michelle Jones-London (NINDS)
- Trish Labosky (OD-DPCPSI)
- Michael Sesma (NIGMS)
- Nadra Tyus (NIMHD)
- Charlene Le Fauve (OD-COSWD, ex officio)

# FCR Program Schedule: Day 1

*Wednesday, February 23, 2022, 12:00 – 5:00 p.m. ET*

12:00 pm	Attendees Begin Log-On Process
12:15 pm	Introduction
12:30 pm	Opening Remarks, Day 1
<b>12:45 pm</b>	<b>Leadership Viewpoints on Creating Culture Change Through Cohort Recruitment</b>
2:15 pm	Break
<b>2:30 pm</b>	<b>Successes &amp; Challenges of Cohort Recruitment as Part of the Larger DEIA Mission</b>
4:00 pm	Break
4:15 pm	Debrief, Day 1

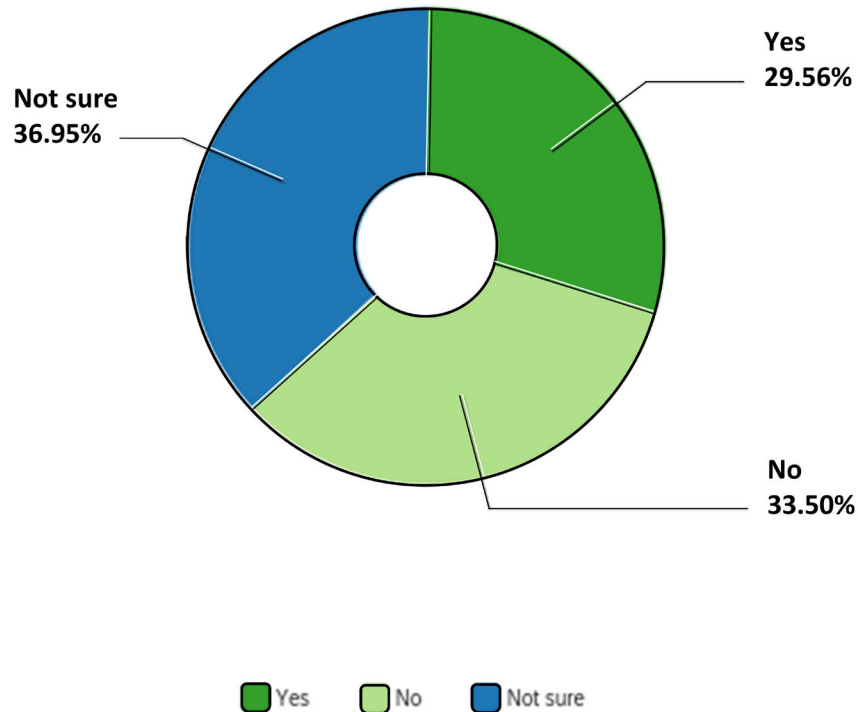
# FCR Program Schedule: Day 2

*Thursday, February 24, 2022, 12:00 – 5:00 p.m. ET*

12:00 pm	Attendees Begin Log-On Process
12:15 pm	Introduction
12:30 pm	Opening Remarks, Day 2
<b>12:45 pm</b>	<b>Identifying Resource Needs for Cohort Recruitment &amp; Professional Development</b>
2:15 pm	Break
<b>2:30 pm</b>	<b>Tracking Cohort Outcomes - Collecting Data on the Experiences of Faculty Members</b>
4:00 pm	Break
4:15 pm	Debrief, Day 2

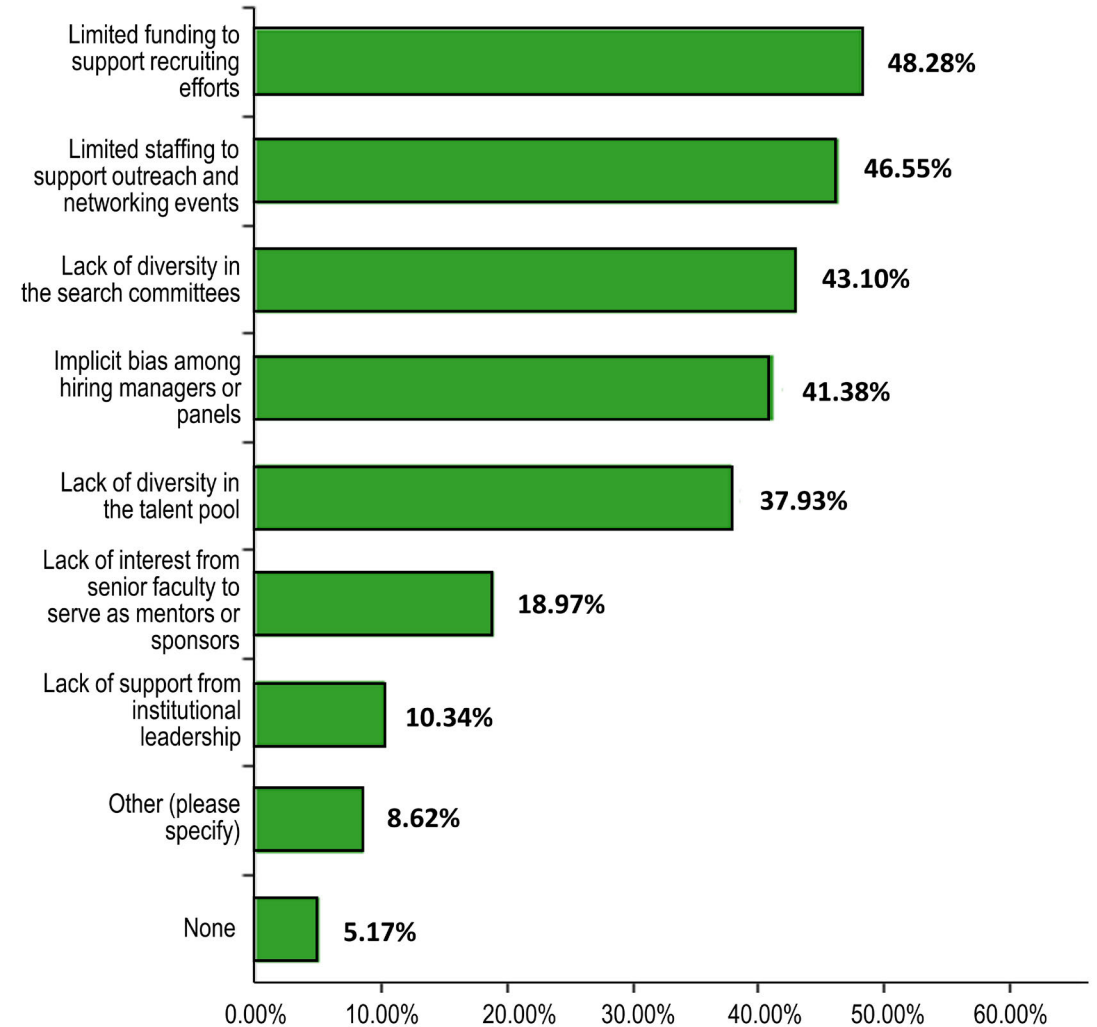
# Highlights from Pre-Event Survey (n=203)

Is your institution currently implementing faculty cohort recruitment?



Note: Data were pulled on February 16. The visualizations displayed here do not capture responses submitted after that date.

In your opinion, what challenges has your institution encountered when implementing cohort recruitment? (Select as many as apply)



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# Opening Remarks

**Roberta Diaz Brinton, Ph.D.**

Director, University of Arizona Center for Innovation in Brain Science  
Chair, NIH Advisory Committee to the Director (ACD) Working Group  
on Diversity



National Institutes of Health  
*Office of the Director*  
*Chief Officer for Scientific Workforce Diversity*